

## INFORMATION DISCLOSURE STATEMENT BY APPLICANT

Sheet	1	of	2
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<b>Application Number</b>	09/479,646
<b>Filing Date</b>	January 7, 2000
<b>First Named Inventor</b>	Bonnstetter, et al.
<b>Group Art Unit</b>	<del>3712</del> 3623
<b>Examiner Name</b>	N/A
<b>Attorney Docket Number</b>	P03773US1

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Examiner Signature	<i>Romain Lantier</i>	Date Considered	2-19-2003
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<sup>1</sup> Unique citation designation number. <sup>2</sup> See attached Kinds of U.S. Patent Documents. <sup>3</sup> Enter Office that issued the document, by the two-letter code (WIPO Standard ST.3). <sup>4</sup> For Japanese patent documents, the indication of the year of the reign of the Emperor must precede the serial number of the patent document. <sup>5</sup> Kind of document by the appropriate symbols as indicated on the document under WIPO Standard ST. 16 if possible. <sup>6</sup> Applicant is to place a check mark here if English language Translation is attached.

## OTHER DOCUMENTS (Including Author, Title, Date\*\*, Relevant Pages, Place of Publication\*\*\*)

Form PTO/SB/08A (08-00)

U.S. Patent and Trademark Office

Substitute for form 1449A/PTO

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(Use as many sheets as necessary)

Sheet 2 of 2

## Complete if Known

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## OTHER PRIOR ART - NON PATENT LITERATURE DOCUMENTS

Examiner Initials *	Cite No. <sup>1</sup>	Include name of the author (in CAPITAL LETTERS), title of the article (when appropriate), title of the item (book, magazine, journal, serial, symposium, catalog, etc.), date, page(s), volume-issue number(s), publisher, city and/or country where published.	T <sup>2</sup>
RG	P1	Scott B. Parry, <i>Just What Is a Competency? (And Why Should You Care?)</i> , TRAINING magazine, June 1998 issue, article beginning at Page 58 (5 pages total including magazine cover).	
RG	P2	Andrew L. Klein, <i>Validity and reliability for competency-based systems: Reducing litigation risks</i> , global computer network download printout, Copyright 1998, "Infonautics Corporation, (11 pages total).	
RG	P3	Article from USA WEEKEND entitled <i>Working Smart</i> , Oct. 2-4, 1998 edition, pp. 4-5.	
RG	P4	LOMA's <i>Competency Dictionary</i> , cover page, inside cover page with 1998 copyright notice, and table of contents, and three pages therefrom (6 pages total).	
RG	P5	Stephen C. Schoonover, <i>COMPETENCIES FOR THE YEAR 2000, IA professional's Toolkit for Performance Development</i> , The Schoonover Group, Cover page, inside cover page, page I with copyright notice of 1998, page iii table of contents, back cover page listing The Schoonover Group as publisher, (5 pages total).	
RG	P6	Daniel Goleman, <i>Emotional Intelligence</i> , cover page and table of contents (3 pages total),	
RG	P7	Daniel Goleman, <i>Working with Emotional Intelligence</i> , cover page and table of contents (3 pages total)	
RG	P8	Bradford D. Smart, <i>Top grading--How Leading Companies Win by Hiring, Coaching and Keeping the Best People</i> , cover page and table of contents (3 pages total)	
RG	P9	<i>Performance Skills Leader, Participant Package</i> , Human Technology, Inc., HRD Press, 11 pages.	
RG	P10	<i>Factsheet</i> , DDI Development Dimensions International, <i>Leadership Development Through Assessment Centers</i> , copyright MCMXCIII, 2 pages.	
RG	P11	<i>The Leadership Architect® Suite of Integrated Tools</i> , Lominer Limited, Inc., copyright 1995, Michael M. Lomabrdo & Robert W. Eichinger, cover page, insider cover page, page 1 table of contents, pages 7-14 (11 total pages).	
RG	P12	<i>Skillscape, Competency Manager™</i> , cover page, inside cover page, three additional pages (5 total pages: 3318 Oak Street, Suite 19, Victoria, B.C., Canada V8X 1R1	
RG	P13	<i>Skillscape, Overview of Skillscape Competency Manager™</i> , cover page, table of contents, and pages 1-15 (17 total pages); 3318 Oak Street, Suite 19, Victoria, B.C., Canada V8X 1R1	

Examiner Signature	<i>Romain Jasty</i>	Date Considered	3-19-2003
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\*EXAMINER: Initial if reference considered whether or not citation is in conformance with MPEP 609. Draw line through citation if not conformance and not considered. Include copy of this form with next communication to applicant.

<sup>1</sup> Unique citation designation number. <sup>2</sup> Applicant is to place a check mark here if English language Translation is attached.RECEIVED  
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